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The University of Southern Mississippi
Faculty Senate
Ogletree House
March 4, 2011

Members Present and Represented (by proxy): M.A. Adams, H. Annulis, J. Bass, D. Beckett, J. Brannock, A. Branton, D. Bristol, B. Burgess (Annulis), J. Burnett, C. Chatham, S. Clark, D. Daves, A. Davis, L. Downey, D. Fletcher, B. George, C. Goggin, A. Haley, T. Hartsell (Shelley), S. Hauer, N. Howell, D. Lunsford, M. Lux, K. Masters, D. Masterson, C. McCormick, C. Meyers (Haley), S. Oshrin, R. Pandey, S. Piland, C. Rakocinski, D. Redalje, T. Rehner, S. Reischman, A. Sevier, K. Shelley, J.H. Shin, D. Tingstrom, J. Wolfe, A. Young.

Members Absent: R. Conville, J. Ding.

1.0 Call to order

2.0 Approval of Agenda

Motion to approve by Sen. Masterson. Seconded. Suggestion to add Bill Powell to the agenda to speak for the President and Provost. Jody Rider was added to the agenda to speak about the proposed smoking policy on campus. Changes added. Motion carried.

3.0 Approval of Minutes

Motion to approve minutes by Sen. Rehner. Seconded. Motion carried.

4.0 Dr. Bill Powell

Powell read answers to questions presented to the Provost prior to the meeting. Appeals Process...Letters rescinding notice of terminal contracts have been sent to 18 faculty members. Eight faculty have not received formal letters rescinding their terminal contracts. Two have made other arrangements at the university and will not be terminated. Active efforts are being made to preserve positions for the remaining six faculty members. If positions cannot be found, the tenure track individuals will be given the opportunity to appeal.

Sen. Rehner had submitted a question asking if faculty vacancies are being collected by the administration to reallocate lines to departments that have been considered priorities. Dr. Lyman writes that generally positions are being collected for redistribution next spring. Departments losing positions are hiring one year instructors until the spring. Vacancies from retirements are being held for one year. A modest number of tenure track positions are being filled because of specific need.

A question was raised asking if the proposal to give raises to the Department of Psychology is simply a proposal as stated by Dean Blackwell. The Provost wrote that it is simply a proposal because it depends on retirements and faculty resignations that have not been finalized.

Don Redalje proposed a question about instructors and the appeal process. Instructors from departments that have successful appeals have not heard anything about their employment at USM, and he wondered

when they will be notified. Dr. Lyman wrote that of the three instructors given terminal contracts, one has received a letter rescinding the contract. One of the remaining instructors has made alternative arrangements at the university, but the paperwork has not been formalized. The Dean did not have enough money to preserve the final instructor, but efforts are being made to identify funds to continue the person's employment at the university.

Jody Ryder spoke about making USM a smoke free campus. She summarized the results of the survey with most people supporting a campus smoking ban. At this point, they are developing a way to implement and enforce a ban. She believes that it will be a gradual process whether the campus moves to a smoke free campus or if smoking areas are enforced.

To assist faculty, staff, and students, the health services center will refer smokers to Forrest General for smoking cessation products. Ryder stated that they have no financial support and are, at this time, discussing what plan would best work on campus.

5.0 Officer Reports – 20
5.1 President

Committees will address the issues that have come to her attention.

5.2 President-elect
5.2.1 Financial Report

Sen. Rehner stated that the budget will contain \$650 by the end of June.

5.2.2 Flexible Account

Sen. Rehner opened a checking account for the Faculty Senate at the credit union. This account will be used to fund expenses that cannot be covered by the budget like flowers for funerals and plaques. He is taking donations from senators for this account.

5.3 Secretary

No report

6.0 Committee Reports
6.1 Academic and Governance (Redalje/Shelley) – 25
6.1.1 Reports
6.1.1.1 Activities (Committee Meetings)

No report

6.1.1.2 Faculty Handbook (Lux)

The committee is discussing bylaws for the group. Some of the changes include permanent members from the Gulf Coast and Hattiesburg including members from Academic Council and Graduate Council. Representatives from Academic Council and Graduate Council are being added as a way to have more “regular faculty” on the committee.

Sen. Beckett suggested that members should have knowledge about the university. Sen. Oshrin stated that it may be a good idea to have a non-tenured person on the committee. Sen. Rehner proposed that one of the persons from the faculty senate should be the chair of the committee. Sen. Lux said that the committee is working on the terms of chairs and chair evaluations.

6.1.1.3 Academic Council (Masters)

No report

6.1.1.4 Council of Chairs (Branton)

Sen. Branton reported on the past meeting of the Council of Chairs. Dean Dave Davies and Joe Paul spoke about honors theses, scholarships & recruitment, and the CARES program. Council of Chairs has a CampusHub site.

6.1.1.4 E-Learning Committee (Burnett)

No report

6.1.1.5 Graduate Council

Sen. Shelley reminded people about completing the responsible conduct of research course.

6.1.1.6 Internationalization Council

No report

6.1.1.6 Quality Enhancement Program

No report

6.1.1.6 Professional Education Council

No report

6.1.1.7 Strategic Enrollment Planning Council

No report

6.1.1.8 University Honors Council

No report

6.2.1.1 Resolution

1. Hiring librarians with faculty status in tenure track positions

A resolution was proposed for hiring librarians with faculty status in tenure track positions. This resolution came about due to the loss of library faculty (nine in two years) and replacements being hired as staff or non-tenure track faculty.

Sen. Beckett proposed that the number of tenure positions lost be added to the resolution. A statement from President Saunders, Provost Lyman, and Dean Kiehl agreeing to the resolution was also suggested as an addition.

Sen. Haley proposed suspending the rules to move this resolution forward. The motion was seconded. Motion carried.

Haley moved to accept the resolution with Sen. Beckett's additions. Seconded. Motion carried.

A resolution was presented stating that student advisement should not be deflected from faculty and that faculty should be the primary advisors.

Sen. Rehner moved to accept the resolution. Seconded. Motion carried. The official vote will occur at the next meeting

Sen. Redalje stated that Gulf Coast advisement is being removed from faculty and given to staff. Sen. Oshrin remarked that other universities use staff to advise freshmen and sophomores and that not all people (faculty or staff) are great advisors. Sen. Lux said that she thinks that well trained staff members could do advising.

Sen. Bristol stated that there is a push from the student service personnel on the coast to tell students what they want to hear. Sen. Haley stated that the decision on advisement should be made by a department and not at the campus level.

Sen. Redalje relayed a story where a staff advisor gave grossly inadequate information to a student. Sen. Lux reiterated the need to train the advisors.

Sen. Rehner stated that the problem is that these issues should be determined by the faculty and that the faculty need to determine what works best for them. Chairs should be included in these discussions not told at a later date what has been decided.

Sen. Oshrin suggested that this only impacts a small number of people and that there are methods by which to change the default for departments to faculty advisement only.

2. Resolution about clinical and research profs

A resolution was proposed asking for the replacement of tenure track vacancies with tenure track hires. Sen. Branton moved to accept the resolution. Seconded.

Sen. Rehner expressed concern that tenure lines are eroding with retirements and departures with many positions being filled as temporary or non-tenured. Sen. Branton stated that the library has replaced tenure track positions with staff. Discussion showed that departments around campus have been losing tenure track positions to temporary, staff, and non-tenured hires.

Faculty Senate will vote on this resolution at the next meeting.

6.2 Budget (Adams/Clark) – 20

6.2.1 Reports

6.2.1.1 Activities (Committee Meetings)

No report

6.2.1.2 Budget Team

No report

6.2.1.3 Strategic Planning Council

No report

6.2.1.4 University Priorities Committee (Rehner)

No report

6.2.2 Charges and Current Issues

6.2.2.1 Resolution

No report

6.3 Constitution, Bylaws, and Elections (Burgess/Annulis) –20

6.3.1 Reports

6.3.1.1 Activities (Committee Meetings)

The committee presented changes to the bylaws and the constitution. Sen. Brannock moved to accept the changes. Seconded.

Sen. McCormack commented on the change that stated that senators who miss two meetings in a row may be replaced. He stated that some faculty may be disenfranchised because of departmental meetings and student presentations on Fridays.

Sen. Rehner stated that senators need to attend to continue with business since proxies cannot fully replace the role of elected members. As an elected member, the person needs to determine if the meeting time fits his schedule.

Section 145 taken out of consideration temporarily. Motion passed to accept with the omission of changes to section 145.

6.3.1.1 Committee on Committees (Haley)

No report

6.4 Evaluation and Assessment (Fletcher/Reischman) – 5

6.4.1 Reports

6.4.1.1 Activities (Committee Meetings)

The administrative evaluation process is underway. The vice president at the coast, new deans, and associate deans on the coast will not be evaluated. Associate deans and associate provosts have not been evaluated because they are not in the direct line of command.

Sen. Annulis remarked that if deans are evaluated in Hattiesburg then the Gulf Coast administration should also be evaluated.

Sen. Rehner stated that associate deans on the coast should be phased out because the chain of command is not effective. On the Coast, the academic side is reporting to the administrative side which can be problematic. Evaluations should include everyone who has a hand in academic affairs.

Sen. Fletcher said that the evaluations will be released the following week with a March 18 deadline.

Bill Powell circulated a document created by the Committee on the Evaluation of Teaching. There needs to be adjustments to the present instrument to work with online classes and to expand the potential for the departments to add questions to the evaluation that directly relate to the classes. The Senate approved that this should be an ongoing committee seven years ago when this was proposed. Sen. Haley asked that the proposal be forwarded to the Committee on Committees for possible recommendation to the president. Sen. Redalje asked if the Committee on the Evaluation of Teaching would provide recommendations on additional methods of evaluation like portfolios. Powell replied that a second measure should be present.

6.4.1.2 Institutional Research and Effectiveness

No report.

6.4.1.4 Assessments

6.4.1.4.1 General Education

No report

6.4.1.4.2 University Assessment Committee

No report

6.4.2 Charges and Current Issues

6.4.2.1 Recommendations (Admin Evals)

No report

6.5 Materials and Resources (Branton/Lux) – 5

6.5.1 Reports

6.5.1.1 Activities (Committee Meetings)

6.5.1.2 Campus Master Facility Planning (Conville)

No report

6.5.1.3 iTech Advisory Council

Faculty and staff are upgrading to a new version of Office. Sen. Beckett asked if students are eligible for the upgrade. Sen. Branton stated that the upgrade is not available to students at this time.

6.5.1.4 Libraries Advisory Council

No report.

6.5.1.5 Space Utilization Committee

No report

6.5.1.6 Textbook and Course Materials Committee

No report

6.5.2 Charges and Current Issues

6.5.2.1 Recommendations

A resolution was presented to support the library's goal to attain research status (Association of Southeastern Research Libraries – ASERL status). Sen. Rakocinski asked about what resources would be purchased with additional funding. Sen. Branton responded that journals, newspapers, and electronic resources would be published. Sen. Fletcher stated that the senate is accepting this goal and resolution without any information as to how much money is required to attain ASERL status. He asked if this information could be supplied before moving ahead with this resolution. Sen. Branton stated that the money required would be used just for resources. The resolution will be tabled until the next meeting.

6.6 Research and Scholarship (Downey/Masterson) –15

6.6.1 Reports

6.6.1.1 Activities

Sen. Masterson spoke to Dr. Wiesenburg about increasing the funding to Lucas Awards. Wiesenburg determined that it would be unwise to add money to the existing account because of the foundation account status. He is going to explore other means to fund research awards.

Sen. Masterson stated that there is a humanities module for the Responsible Conduct of Research (RCR) online course. Sponsored Programs has access to all certificates and will be to determine who has taken the RCR. Graduate students graduating in the spring or summer will not be required to take the course. Students graduating later will be required to take the class.

Sen. Downey mentioned that the National Science Foundation and the National Institute of Health require additional training to the online course. If you have completed the training at another institution, it is possible to transfer the certificate. Submit your request to Joanne Johnson to transfer the certificate of completion.

6.6.1.2 Institutional Animal Care

No report

6.6.1.3 Institutional Review Board

No report

6.6.1.4 University Research Council (Shelley)

No report

6.7 University Awards - 5

6.7.1 Reports

6.7.1.1 Activities (Committee Meetings)

Sen. Brannock reported that Dr. Saunders agreed to provide funding for small honorariums to support the recipients of the Faculty Senate – Office of the President Awards.

6.7.2 Charges and Current Issues

6.7.2.1 Recommendations

6.8 University Relations (Conville/Sevier) –10

6.8.1 Reports

6.8.1.1 Activities (Committee Meetings)

The committee has met with campus administrators to discuss ways to enhance relationships on campus. The committee has talked about ways to educate the public regarding the work of faculty members. Jim Coll suggested that faculty work with University Communications. Sen. Conville remarked that faculty need to publicize the outcomes of research and studies.

Sen. Beckett suggested that the committee invite a legislator once a month to breakfast with the committee and Faculty Senate executive committee.

No report 6.8.1.2 Gulf Coast Faculty Council (Lunsford)

No report 6.8.1.3 Alumni Affairs

No report 6.8.1.6 Legislative Affairs

No report 6.8.1.2 Staff Council

No report 6.8.1.4 Student Organizations

No report 6.8.1.7 Student Recruitment and Retention Initiative

No report 6.8.1.8 Student Support Services

No report 6.8.1.8 University Foundation/Gifts

6.9 University Welfare (Burnett/Haley) – 20

6.9.1 Reports

6.9.1.1 Activities (Committee Meetings)

Sen. Haley asked why those in the optional retirement plan were not able to take advantage of the early retirement plan. Mississippi State was able to offer the incentive to employees on the optional retirement plan by using foundation funds. 54% of employees at USM have the optional retirement plan but were unable to participate. Bill Powell stated that the ability to offer the early retirement plan was due to 2002 legislation. It was an oversight of the legislature to not include those under the optional retirement plan. They were not left out intentionally. Sen. Rehner stated that Joey Fillingane became involved in this issue because it was brought up at the legislative forum on campus.

A resolution was presented to endorse USM moving towards a smoke free campus. The resolution promotes designated smoking areas. Sen. Burnett moved to accept the resolution. Seconded.

Sen. Oshrin expressed concern about the smoking areas. The designated areas may not be close to buildings which may force smokers to smoke in prohibited areas especially in poor weather.

The official vote will occur at the April meeting.

A second resolution was presented asking for pay increases. Sen. Fletcher moved to accept the resolution. Seconded.

Sen. Redalje asked that there be a merit based raise and a cost of living increase. These should not be combined into one raise. The wording in the resolution will be changed to reflect this distinction.

The resolution will be voted on in the April meeting.

6.9.1.2 Faculty Pay and Benefits

No report

6.9.1.3 University Climate Committee

No report

6.9.1.4 University Club

No report

6.9.1.5 University Health Initiatives

No report

7.0 Other Business

7.1 Individual Concerns

Sen. Rehner remarked that academic concerns are being routed to the administrative side at the Gulf Coast campus. The Academic and Governance Committee will look into this. Sen. Annulis said that the Gulf Coast campus is having a town hall meeting with administrators on the coast. The Gulf Coast campus is happy about having a vice president on the coast to represent the campus at the cabinet level.

8.0 Adjournment

Sen. Redalje moved to adjourn. Seconded. Motion passed.